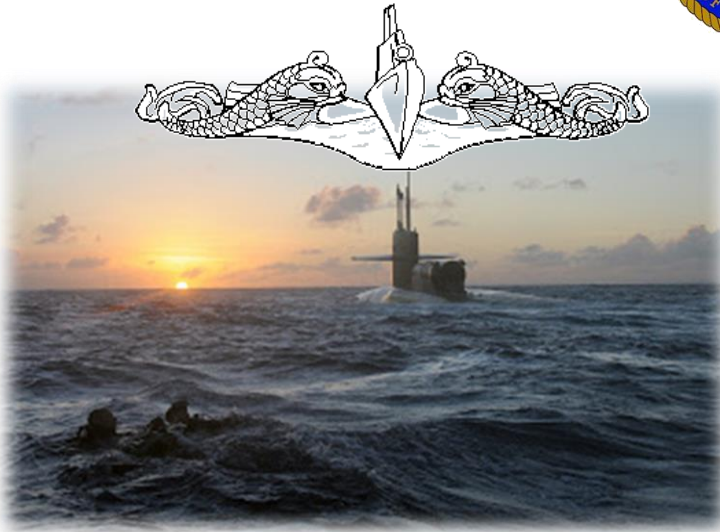


Nuclear Enlisted Community Status Brief



CDR James Kepper
ETNCM (SW/AW) Jeffrey Neese
N133D
Nuclear Enlisted Community Manager



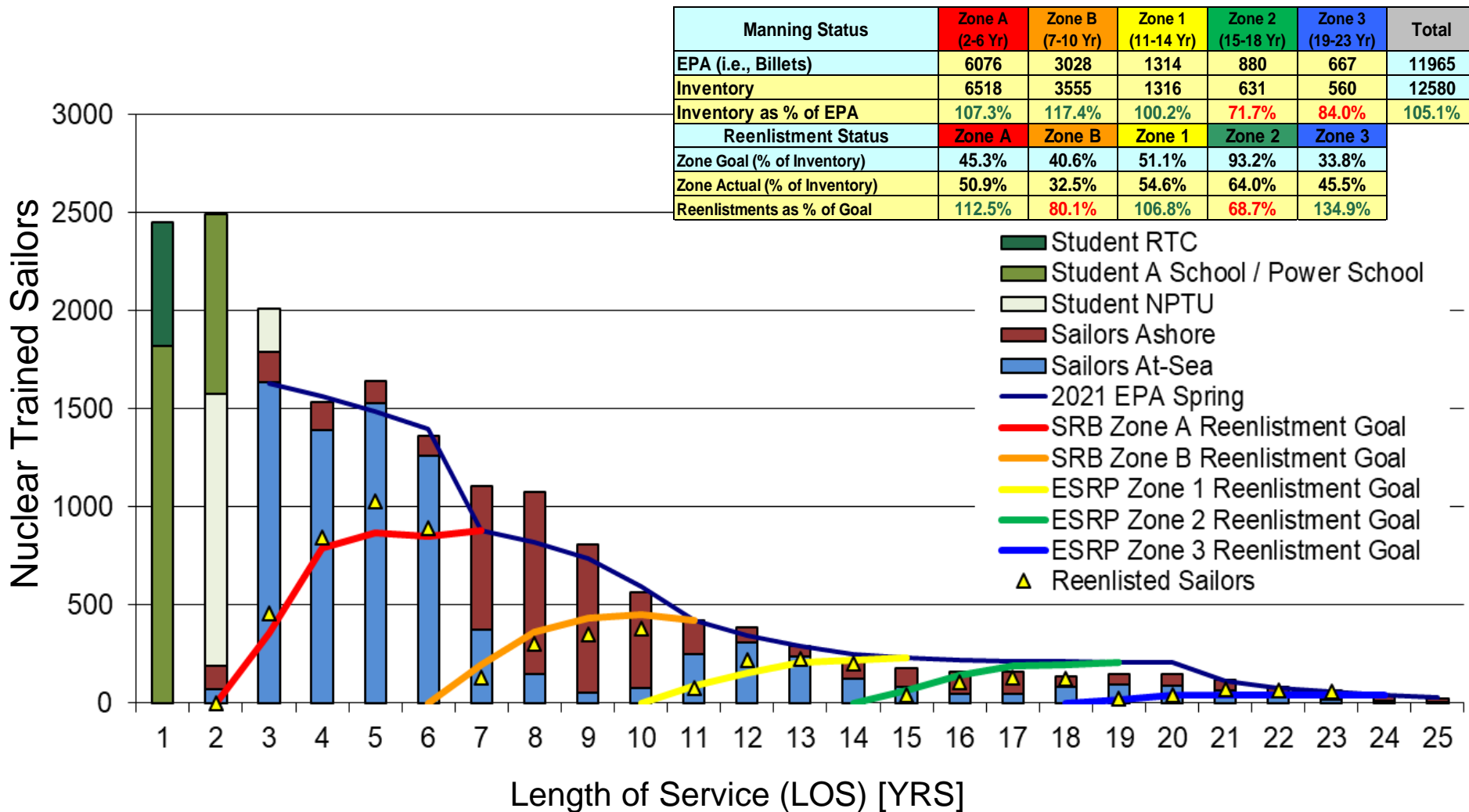
Role of N133D

- **Set Accessions Requirements**
 - Manage Accessions Quality - 100% of nuclear applicants screened
- **NEC Management**
 - QA checks, Supervisor NEC changes, NEC removals
 - Modify NECs as required by OPNAVINST 1220.1E
- **Nuclear Special duty Assignment Pay (SDAP) Management**
- **SUBPAY program manager**
- **Enlisted Supervisor Retention Program (ESRP) program manager**
- **Set SRB, ESRP incentive levels, advise on EB incentive level**
- **Nuclear Fleet CCC - One stop shop for Career Counselor questions**
 - CWAY Reenlistment Quota Management
 - Ensure properly qualified nuclear members are issued reenlistment quotas
 - Process quota extensions and cancellations
- **Set advancement quotas**
- **Manage Sea / Shore rotation**
- **Nuclear Instructor Screening and Approval**
- **Career development policies (Retirement, High-Year Tenure, etc)**
- **Naval Reactors representative for enlisted personnel issues**
- **Policy and Fleet level instruction management (MILPERSMAN, OPNAVINST, etc)**

OPNAV N133 Sets Nuclear Enlisted Policy from Before You Were Hired Through Your Retirement

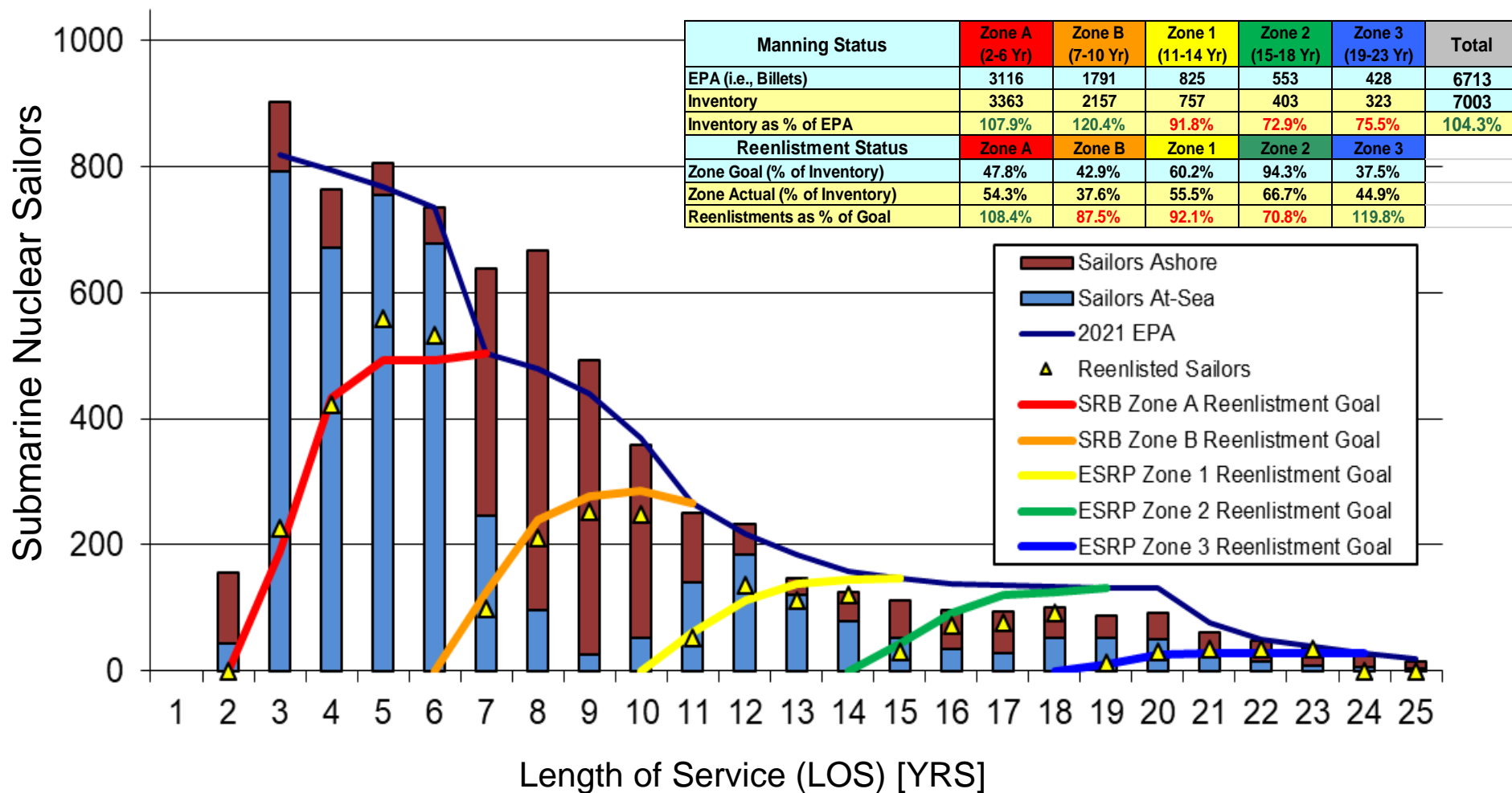


Nuclear Enlisted Retention Aggregate (1 Aug 21)



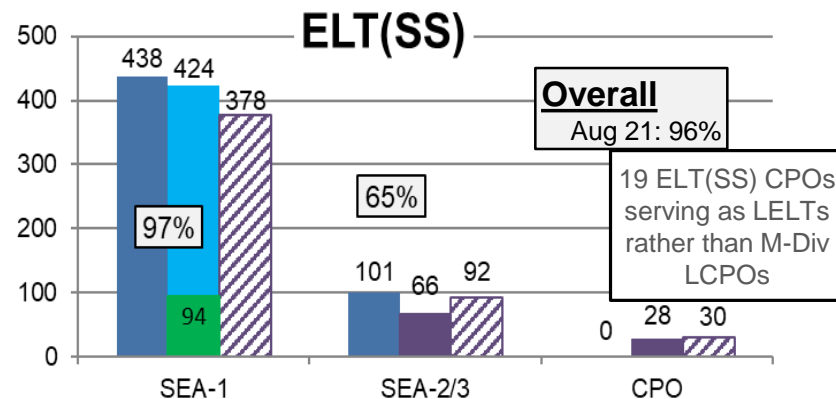
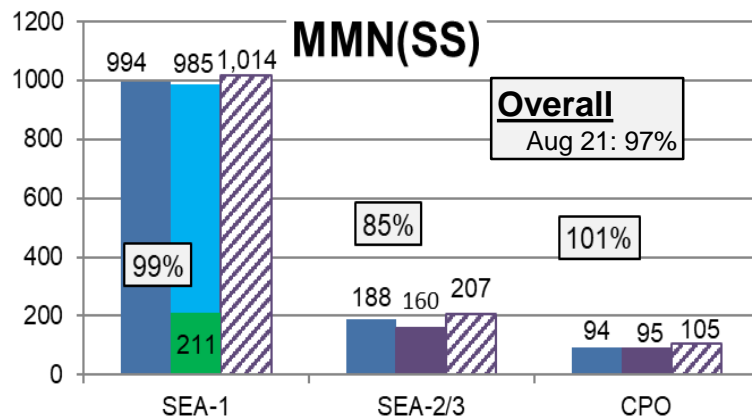
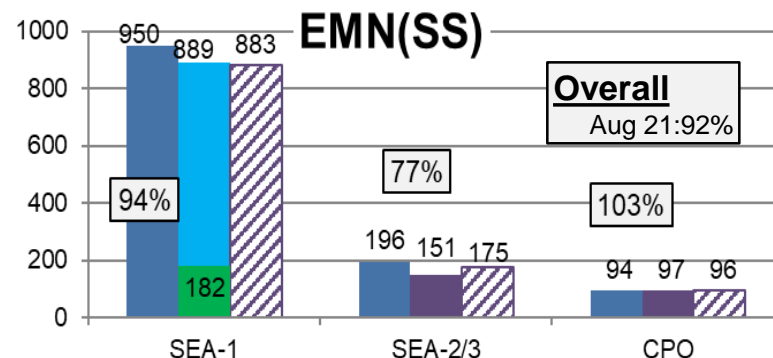
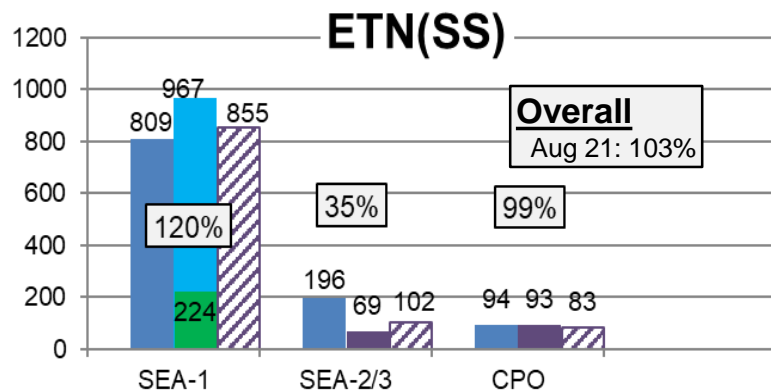


Nuclear Enlisted Retention Submarine (1 Aug 21)





Nuclear At-Sea Manning Submarine Sea Inventory



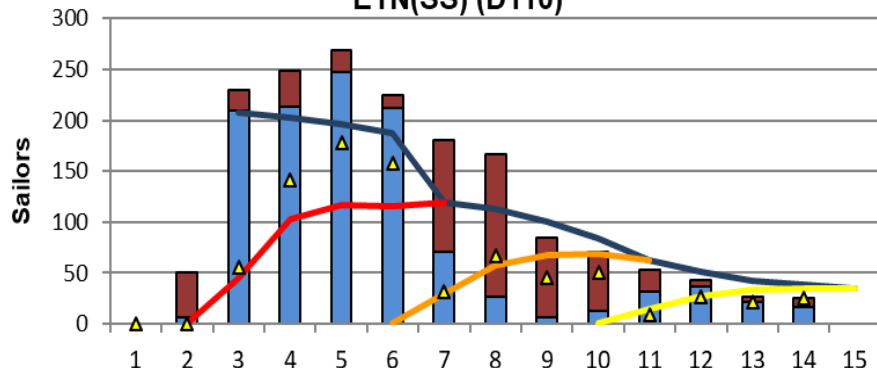
Data as of 1 August 21, inventory does not include manning on VA-class SSN-801 and beyond, LA JOLLA, SAN FRANCISCO, BUFFALO, JACKSONVILLE, or BREMERTON
 Projected inventories are from Spring 2021 Distributable Inventory Projection
 CPO inventory does not include frocked E-7s or E-8 through E-9)

- FY21 Billets Authorized
- SEA-1 Operator Inventory
- SEA-1 Supervisor Inventory
- SEA-2/3 Supervisor Inventory
- ▨ Projected Inventory (Aug 22)



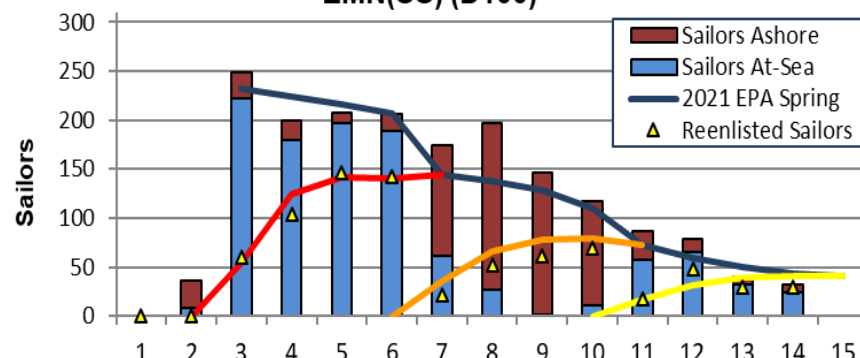
Nuclear Enlisted Retention Submarine Ratings (1 Aug 21)

ETN(SS) (D110)



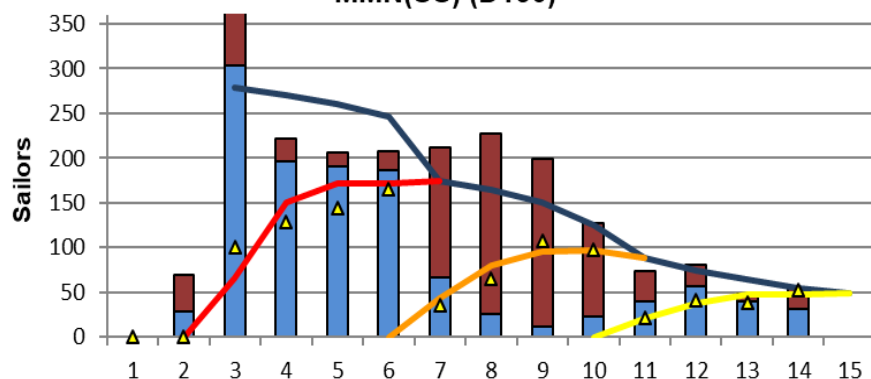
ETN(SS) (D110)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	128.8%	120.7%	76.3%	73.1%	61.9%
Reenlistments as % of Goal	139.9%	87.4%	74.5%	77.5%	91.2%

EMN(SS) (D100)



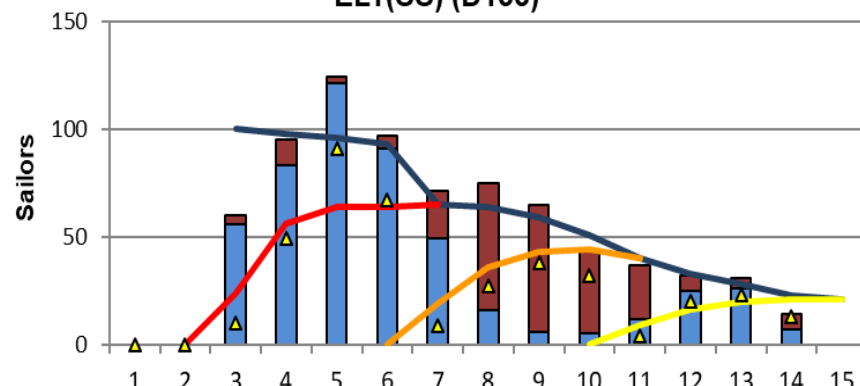
EMN(SS) (D100)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	102.0%	121.7%	105.3%	75.5%	84.9%
Reenlistments as % of Goal	98.3%	78.8%	98.4%	75.7%	123.5%

MMN(SS) (D130)



MMN(SS) (D130)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	101.0%	124.6%	91.5%	74.3%	87.7%
Reenlistments as % of Goal	96.3%	96.8%	99.3%	72.2%	118.6%

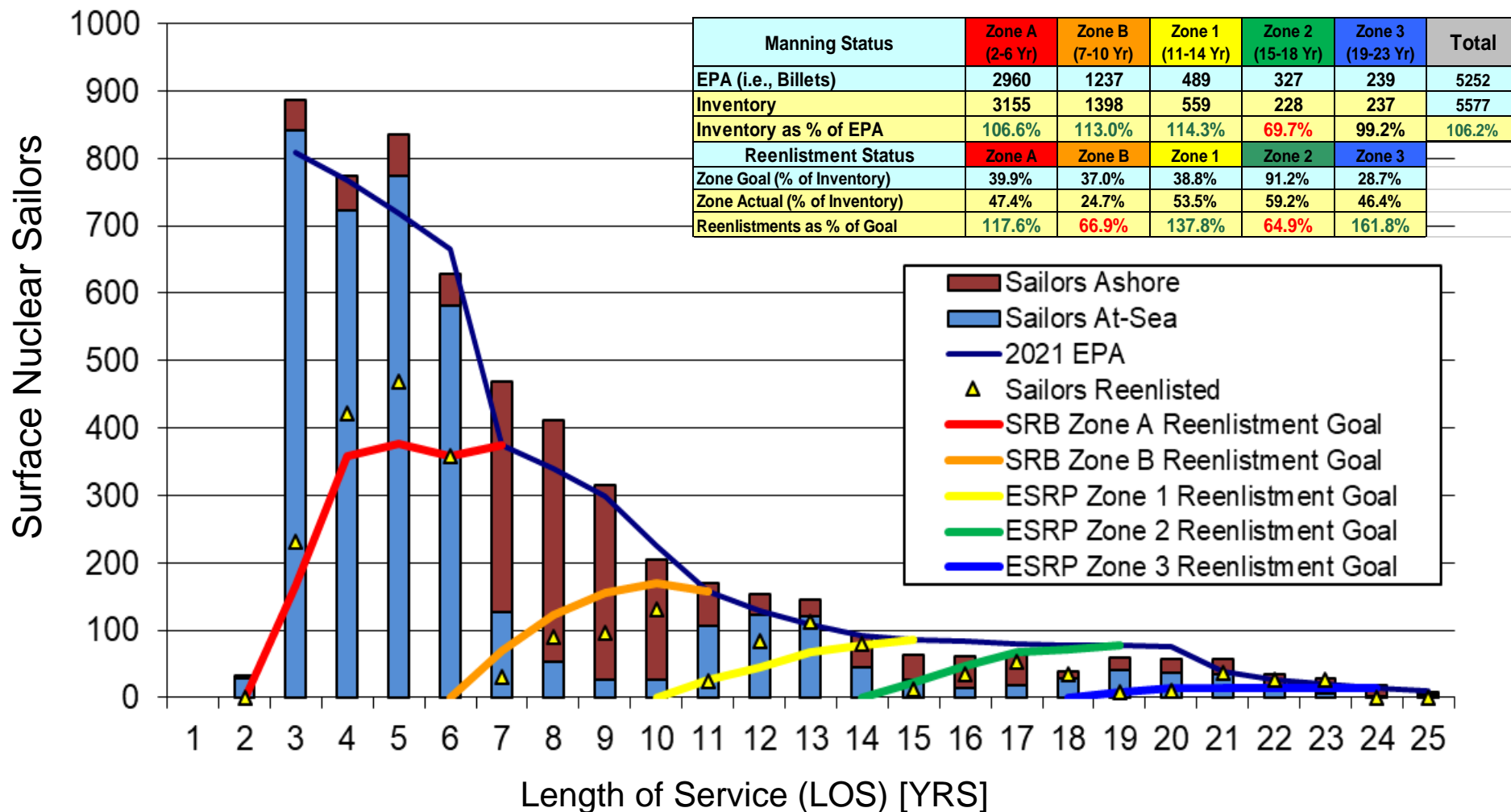
ELT(SS) (D133)



ELT(SS) (D133)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	97.2%	106.7%	91.9%	64.2%	54.5%
Reenlistments as % of Goal	104.3%	74.6%	90.9%	48.3%	233.3%

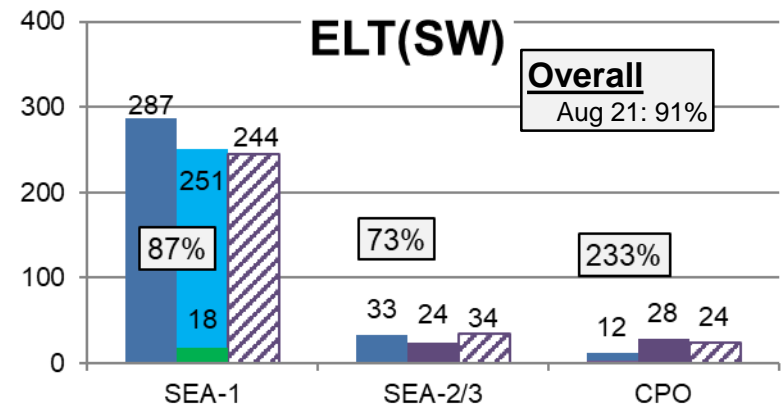
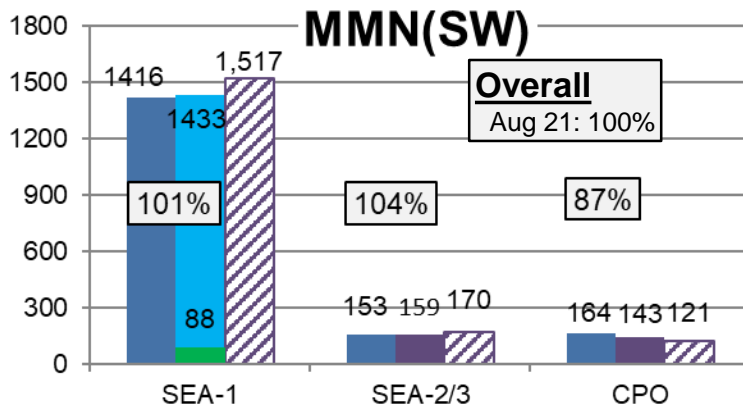
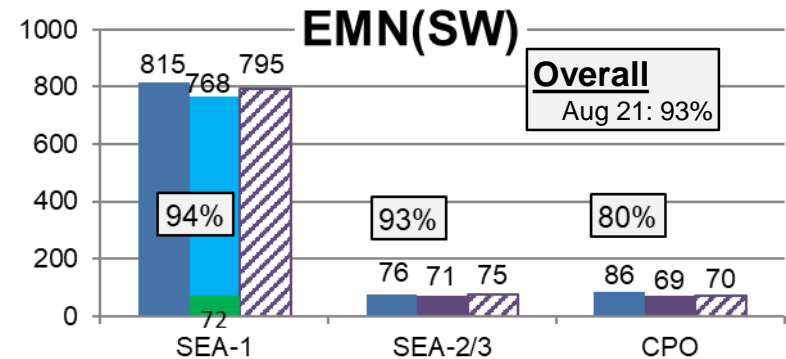
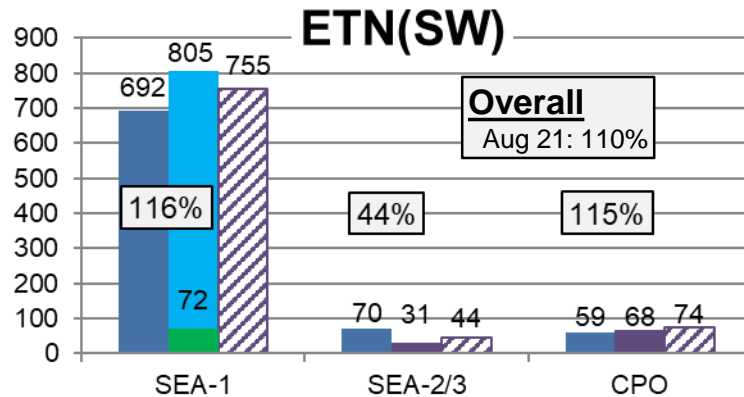


Nuclear Enlisted Retention Surface (1 Aug 21)





Nuclear At-Sea Manning Surface Sea Inventory

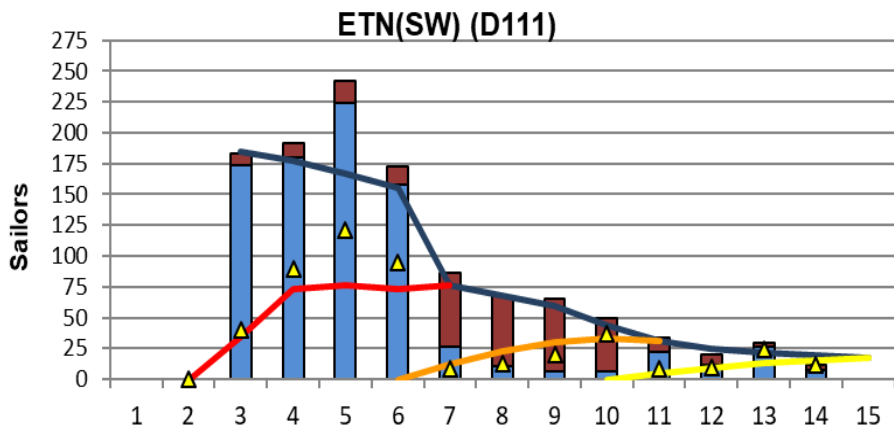


Projected inventories are from Spring 2021 Distributable Inventory Projection
(CPO inventory includes frocked E-7s and all E-7 through E-9)

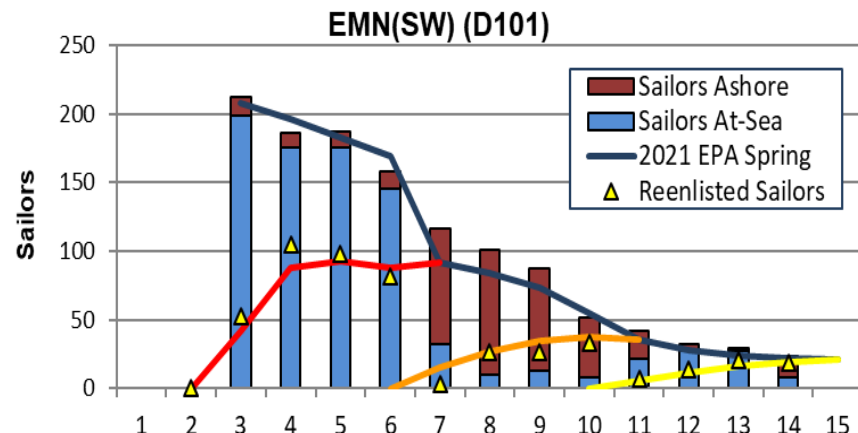
- FY21 Billets Authorized
- SEA-1 Operator Inventory
- SEA-1 Supervisor Inventory
- SEA-2/3 Supervisor Inventory
- Projected Inventory (Aug 22)



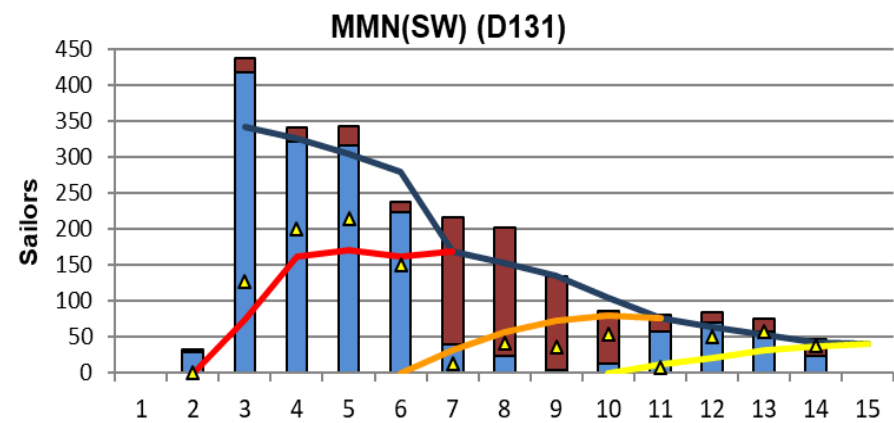
Nuclear Enlisted Retention Surface Rating (1 Aug 21)



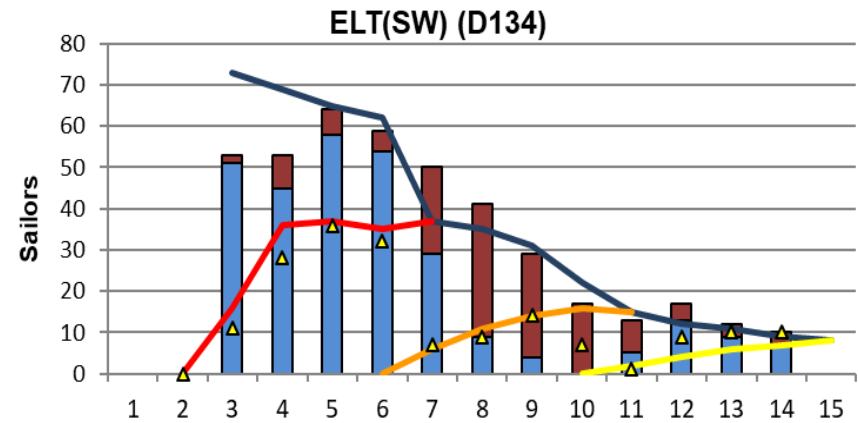
ETN(SW) (D111)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	115.5%	108.1%	97.9%	80.6%	81.4%
Reenlistments as % of Goal	134.8%	79.6%	126.2%	89.5%	244.4%



EMN(SW) (D101)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	98.3%	117.1%	115.5%	72.2%	111.5%
Reenlistments as % of Goal	109.0%	76.5%	117.3%	75.0%	183.3%



MMN(SW) (D131)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	111.4%	113.7%	121.3%	62.3%	100.0%
Reenlistments as % of Goal	121.4%	59.3%	155.0%	50.5%	131.3%



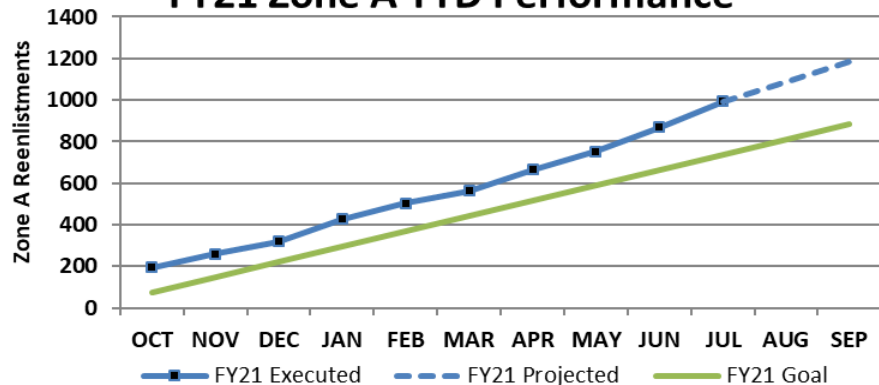
ELT(SW) (D134)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	85.1%	109.6%	110.6%	78.1%	96.2%
Reenlistments as % of Goal	86.3%	78.7%	157.9%	61.9%	144.4%



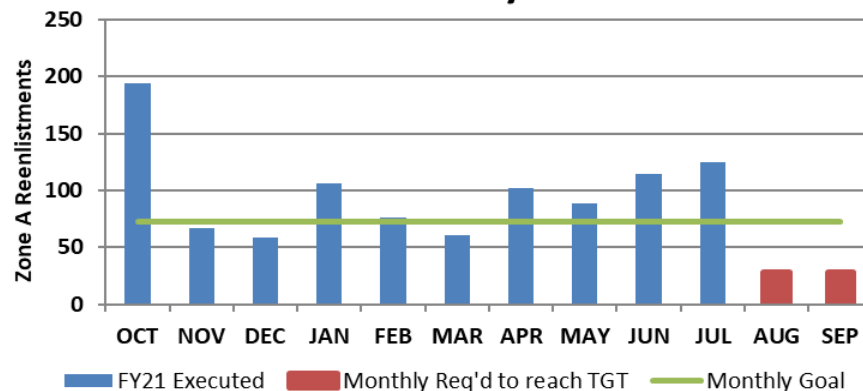
FY21 Nuclear Reenlistments

Zone A (1 Aug 21)

FY21 Zone A YTD Performance



FY21 Zone A Monthly Performance



Surface
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	100	70	143%	431	9
EMNSW	100	84	119%	387	11
MMNSW	234	155	151%	650	14
ELTSW	29	34	85%	120	2
Total	463	343	135%	1588	36

Submarine
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	141	109	129%	393	54
EMNSS	160	132	121%	367	46
MMNSS	181	169	107%	402	63
ELTSS	48	60	80%	158	2
Total	530	470	113%	1320	165

Zone A (NPTU Grad to 6 years of Service) [Initial Sea Tour]

- FY17 executed the greatest number of re-enlistments over the last 4 fiscal years
- FY17 Execution – 1262
- FY18 Execution – 1063
- FY19 Execution – 1089
- FY20 Execution – 1039
- FY21 Execution – 993

Zone A Reenlistment Summary

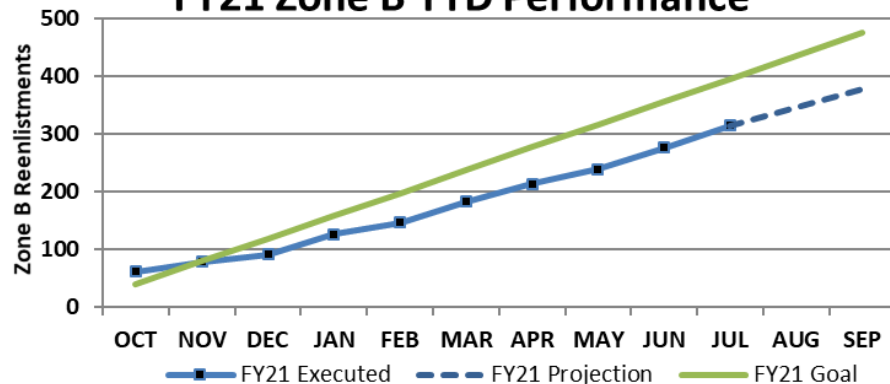
YTD Executed	993, 122.1%	Annual Proj.	1182
YTD Goal	813	Annual Goal	886



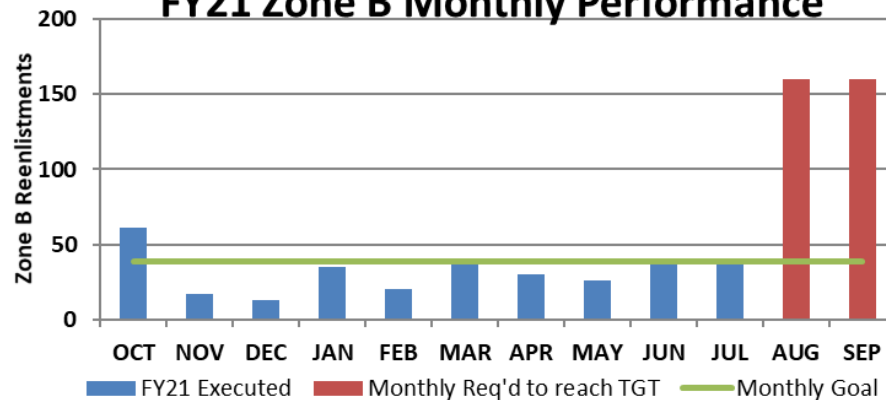
FY21 Nuclear Reenlistments

Zone B (1 Aug 21)

FY21 Zone B YTD Performance



FY21 Zone B Monthly Performance



Surface
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	24	31	77%	29	141
EMNSW	24	34	71%	48	202
MMNSW	45	88	51%	42	426
ELTSW	12	15	80%	38	59
Total	105	168	63%	157	828

Submarine
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	63	70	90%	64	225
EMNSS	57	73	78%	67	347
MMNSS	70	82	85%	66	360
ELTSS	20	43	47%	51	96
Total	210	268	78%	248	1028

Zone B (>6 to 10 years of service)

[End of 1st Sea Tour and 1st Shore Tour]

- Zone B FY17 executed the greatest number of reenlistments over the last four fiscal years
- FY17 Execution – 535
- FY18 Execution – 477
- FY19 Execution – 444
- FY20 Execution – 397
- FY21 Execution – 315

Zone B Reenlistment Summary

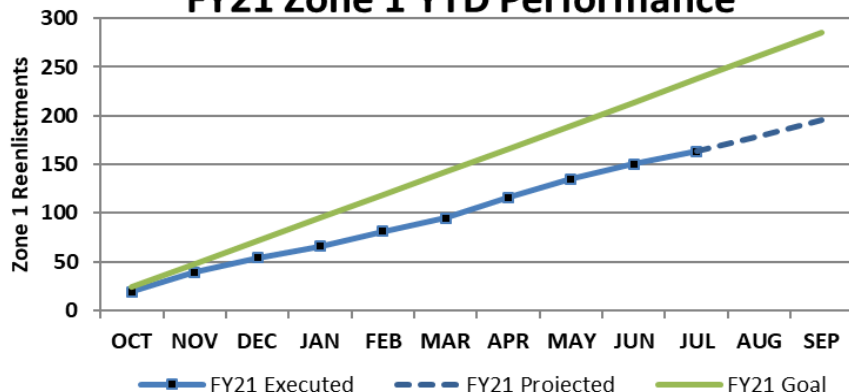
YTD Executed	315, 72.2%	Annual Proj.	378
YTD Goal	436	Annual Goal	475



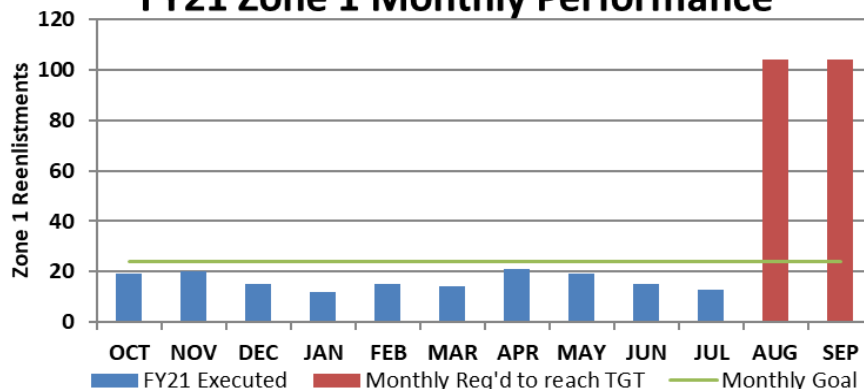
FY21 Nuclear Reenlistments

Zone 1 (1 Aug 21)

FY21 Zone 1 YTD Performance



FY21 Zone 1 Monthly Performance



Surface
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	15	16	94%	26	12
EMNSW	13	19	68%	41	18
MMNSW	24	37	65%	94	30
ELTSW	6	7	86%	13	9
Total	58	79	73%	174	69

Submarine
Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	17	39	44%	42	21
EMNSS	38	46	83%	70	28
MMNSS	37	50	74%	57	33
ELTSS	13	19	68%	24	29
Total	105	154	68%	193	111

Zone 1 (>10yrs to 14 years of service)
[End of 1st Shore Tour and 2nd Sea Tour]

- FY21 execution is not matching the pace of previous three FYs reenlistments.
- FY17 Execution – 222
- FY18 Execution – 216
- FY19 Execution – 250
- FY20 Execution – 288
- FY21 Execution – 163

Zone 1 Reenlistment Summary

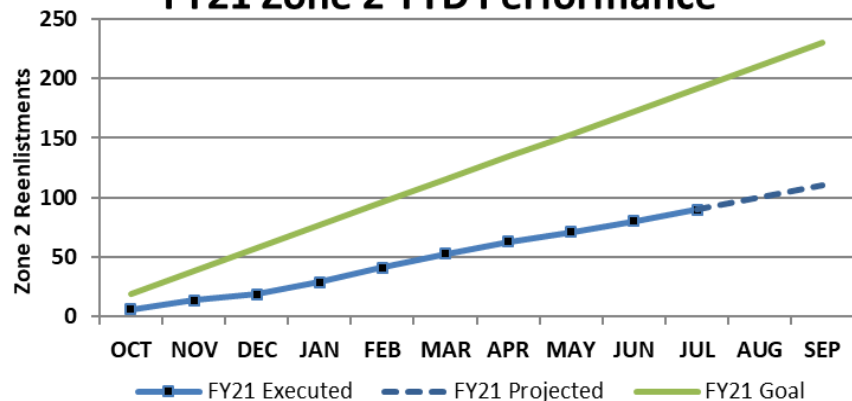
YTD Executed	163, 70%	Annual Proj.	195
YTD Goal	233	Annual Goal	253



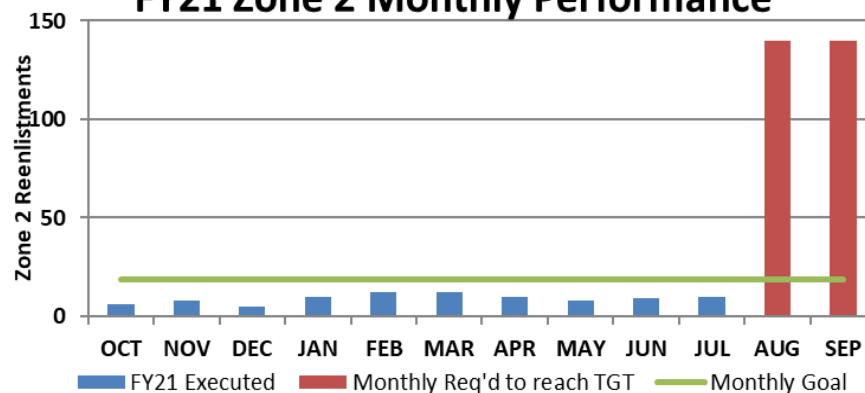
FY21 Nuclear Reenlistments

Zone 2 (1 Aug 21)

FY21 Zone 2 YTD Performance



FY21 Zone 2 Monthly Performance



Surface Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	8	13	62%	4	7
EMNSW	8	18	44%	0	7
MMNSW	14	40	35%	4	14
ELTSW	0	9	0%	2	2
Total	30	80	38%	10	30

Submarine Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	16	30	53%	5	9
EMNSS	19	35	54%	6	5
MMNSS	21	44	48%	7	8
ELTSS	4	24	17%	5	2
Total	60	133	45%	23	24

Zone 2 (>14yrs to 18 years of service)
[2nd Shore Tour and EDMC/Div. LCPO Tour]

- Zone 2 is beginning to be undermanned as the year groups with low inventory (due to under-accessions) move into Zone 3.
- FY17 Execution – 115
- FY18 Execution – 88
- FY19 Execution – 106
- FY20 Execution – 116
- FY21 Execution – 90

Zone 2 Reenlistment Summary

YTD Executed	90, 42.3%	Annual Proj.	110
YTD Goal	213	Annual Goal	230

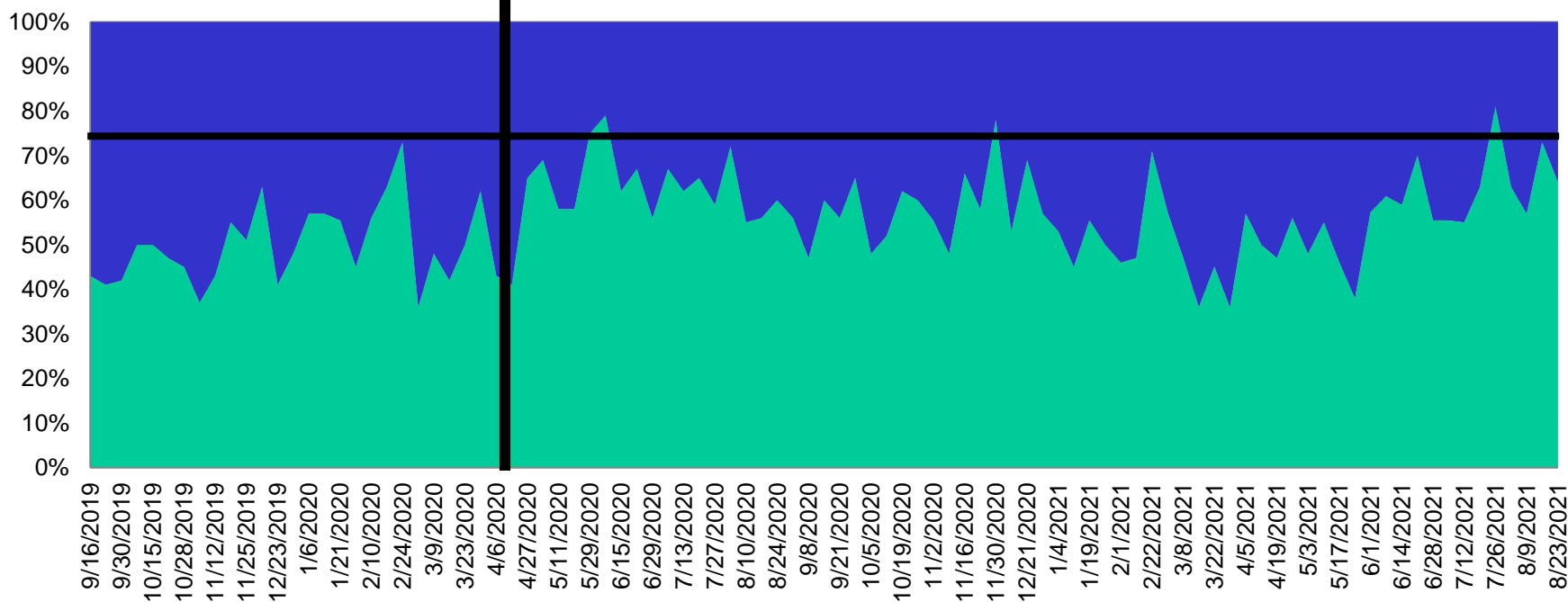


Submarine Volunteer Trend Out of RTC

N133 and RTC initiated Submarine Volunteer initiative in April 2020. Total submarine volunteers have since met goal.

Sub Vol v. Surf Split

■ SS





Nuclear Enlisted Retention Submarine SRB and ESRP Bonuses

Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
Career Path	TRAINING		OPERATOR					SHORE			LPO or LCPO			SHORE			LCPO or EDMC			SHORE			
Reenlistment Zone			ZONE A				ZONE B				ZONE 1			ZONE 2			ZONE 3						

Submarine Nuclear Enlisted Bonuses:

	Zone A		Zone B		Zone 1		Zone 2	
ETN(SS)	6.5 (-1.5)	\$61,838	9.5	\$100,000	9.5	\$100,000	4.5	\$40,338
EMN(SS)	5.5(+0.5)	\$52,325	7.0	\$93,937	8.0 (+0.5)	\$100,000	4.5	\$40,338
MMN(SS)	9.5 (+1.0)	\$90,379	8.5	\$100,000	7.5	\$100,000	4.5	\$40,338
ELT(SS)	8.0 (-1.0)	\$76,109	7.0	\$93,937	7.5	\$100,000	4.5	\$40,338

	Zone 3	
AOS < 24 Months	0.5	\$4,360
AOS 24-36 Months	1.5	\$21,582
AOS >36 Months	2.5	\$52,320

Lifetime Bonus
\$360k

Largest lifetime bonus of any enlisted Sailor



Nuclear Enlisted Retention Surface SRB and ESRP Bonuses

Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
Career Path	TRAINING		OPERATOR				SHORE				LPO or LCPO			SHORE			LCPO or DLCPO			SHORE			
Reenlistment Zone			ZONE A				ZONE B				ZONE 1			ZONE 2			ZONE 3						

Surface Nuclear Enlisted Bonuses:

	Zone A		Zone B		Zone 1		Zone 2	
ETN(SW)	6.5 (-1.0)	\$61,838	8.0(+1.0)	\$100,000	7.5	\$100,000	4.5	\$41,594
EMN(SW)	6.0	\$57,082	7.5(+1.0)	\$100,000	8.0	\$100,000	4.5	\$41,594
MMN(SW)	6.0	\$57,082	7.5(+2.0)	\$100,000	7.5	\$100,000	4.5	\$41,594
ELT(SW)	7.0	\$66,595	7.0	\$93,937	6.0	\$90,475	4.5	\$41,594

	Zone 3	
AOS < 24 Months	0.5	\$4,360
AOS 24-36 Months	1.5	\$21,582
AOS >36 Months	2.5	\$52,320

Lifetime Bonus	
\$360k	

Largest lifetime bonus of any enlisted Sailor



Retention Incentives Supervisor NEC

Requirements (OPNAVINST 1220.1E):

- E-5 or above
- ≥ 4 years of service completed (a change from 6 years of service)
- Warfare Qualified (current being revised in current revision of OPNAVINST 1220.1(Series))
- Complete TYCOM Supervisory Qualification Card (CVN qual card recently revised)
- Demonstrated supervisory skills based on CO's assessment
- Qualified senior watchstation
- Most recent evaluations marks ≥ 3.0

Supervisor NEC = Pay Raise

- Supervisor NEC SDAP = \$375/month
- Operator NEC SDAP = \$150/month

**\$2700/year raise
at sea**

ESRP eligibility requires Supervisor NEC

Status of Eligible Sailors over 7 years on shore without SNEC:

Enterprise Goal: Qualify Supervisor NEC before transferring to Shore-1
Civilian Employers value this qualification as well
(\$15K - \$30K additional in civilian annual salary)



UNCLASSIFIED

Retention Incentives

Special Pays

■ Sea Pay

- For all Sailors permanently attached to a commissioned vessel

Paygrade (Years of Sea Duty)	E-5 (2)	E-5 (3)	E-6 (4)	E-7 (6)	E-8 (9)	E-9 (11)
SEAPAY (/mo)	\$160	\$350	\$375	\$438	\$700	\$713

■ Special Duty Assignment Pay (SDAP)

- All nuclear trained Sailors in nuclear billets

SDAP (/mo)	Operator (N1XO/N2XO)	Supervisor (N1XS/N2XS)
At Sea	\$150	\$375
EDMC/RDMC	-	\$450
Nuclear Shore	\$150	\$300
NPTU Instructor	\$150	\$450
Tender	\$375	\$375

■ Assignment Incentive Pay (AIP)

- Upon qualification as an NPTU instructor

AIP (lump sum)	
NPTU	\$6,000

■ Sea Duty Incentive Pay (SDIP)

- Authorized for extensions of 12-48 months (SDIP-B/E) or return to sea at least 6 months early (SDIP-C)

SDIP (/mo)	
LELT (SS)	\$500
EMNC (SS)	\$1000
MMNC (SW)	\$1000
EMNC (SW)	\$1000
EDMC	\$1000

Additional pay is available based on qualification and assignment!



Commissioning Programs

	STA-21 (nuclear) eligible										LDO (nuclear) eligible									
Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Reenlistment Zone	SRB Zone A					SRB Zone B					ESRP Zone 1				ESRP Zone 2			ESRP Zone 3		
	Training 24 Months		1st Sea Tour 48+1 Months			1st Shore Tour 36+4+1 Months				2nd Sea Tour 40+1 Months				2nd Shore Tour 36+4+1 Months			3rd Sea Tour 40+1 Months			

Two premiere commissioning programs for nuclear-trained Sailors:

- Seaman-to-Admiral-21 nuclear option – students in the nuclear pipeline and Sailors with less than 8 years of service at the start of college courses
 - 35 of 50 annual STA-21 quotas are reserved for nuclear option
 - Participate in university NROTC program, commission as submarine officer or SWO(N)
- Nuclear Limited Duty Officer – E-6 to E-8 qualified EWS/PPWS with 8 to 16 years of service
 - E-6 must pass the CPO exam with a board-eligible score
 - Must be a US citizen, high school graduate, physically qualified, and recommended by the CO
 - Looking for the technical experts that you trust to solve technical and personnel problems.
 - Submit the E-6 to E-8 that would excel as a Submarine Overhaul Coordinator in your Wardroom / PMA on waterfront
- **N133 has subject matter experts for STA-21(N) and Nuclear LDO matters in the office**
- Neither STA-21(N) or Nuclear LDO require a conditional release since the Sailor remains in the NNPP

Other options require a **conditional release** before applying – N133 considers on a case-by-case basis depending on community health (usually approved within 18 months of EAOS)

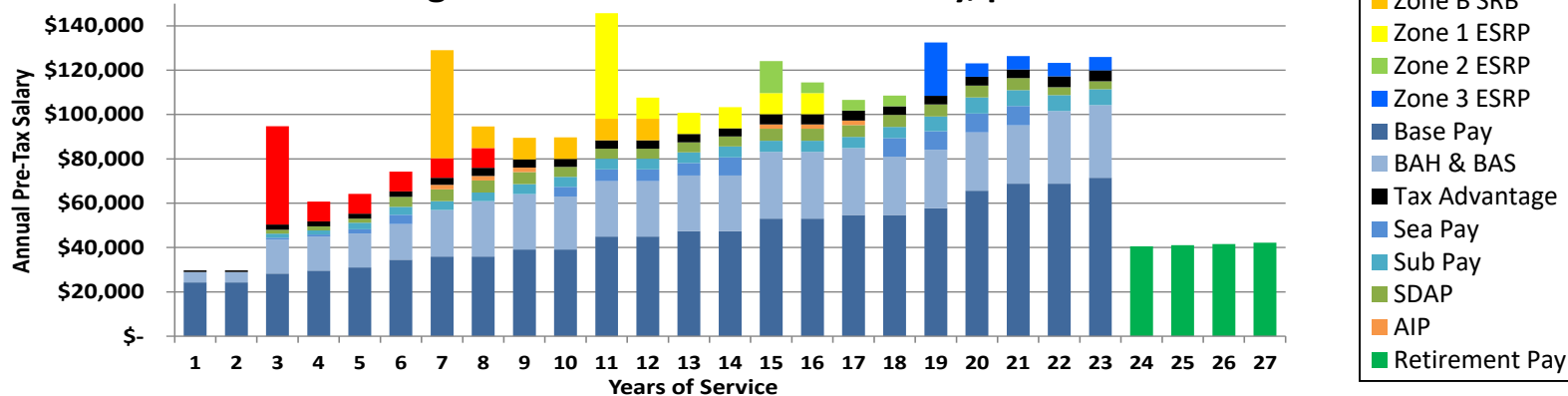
- STA-21 Core – commission as an unrestricted line officer
- Officer Candidate School – requires a bachelor's degree
 - For submarine and SWO (nuclear) requests N133 will consider conditional release any time (not just if close to EAOS)
- U.S. Naval Academy – must have no dependents, N133 will consider conditional release any time (not just if close to EAOS) due to age requirements (must be 23 or younger on induction day)
- Nurse Medical Enlisted Commissioning Program / Medical Service Corps In-Service Procurement
- JAG In-Service Procurement
- Enlisted to Medical Degree Preparatory Program (EMDP2)



Retention Incentives

Total Career Monetary Benefits

Average Submarine Nuclear Career Pay, pre-tax



West Coast (CA, OR, WA, HI)

Engineering	\$ 99,328
Leadership/Management	\$ 90,662
Operations/Logistics/Quality/Analyst	\$ 81,270
Sales/Business Development*	\$ 68,125*
Technician	\$ 57,561

Northeast (NY, NJ, ME, NH, VT, MA, RI, CT)

Engineering	\$ 86,750
Leadership/Management	\$ 86,537
Operations/Logistics/Quality/Analyst	\$ 93,423
Sales/Business Development*	\$ 80,000*
Technician	\$ 56,780

Midwest & Rockies (OH, IN, MI, WI, MN, KY, ND, SD, KS, NE, IA, IL, MO, CO, WY, UT, ID)

Engineering	\$ 80,056
Leadership/Management	\$ 75,836
Operations/Logistics/Quality/Analyst	\$ 84,611
Sales/Business Development*	\$ 75,713*
Technician	\$ 50,699

Mid-Atlantic (DC, NC, VA, WV, MD, DE, PA)

Engineering	\$ 94,250
Leadership/Management	\$ 76,065
Operations/Logistics/Quality/Analyst	\$ 86,667
Sales/Business Development*	\$ 99,318*
Technician	\$ 50,705

Central SW (TX, OK, AR, LA, AZ, NM, NV)

Engineering	\$ 103,667
Leadership/Management	\$ 85,472
Operations/Logistics/Quality/Analyst	\$ 83,955
Sales/Business Development*	\$ 64,333*
Technician	\$ 54,860

Southeast (AL, FL, GA, MS, SC, TN)

Engineering	\$ 82,333
Leadership/Management	\$ 74,035
Operations/Logistics/Quality/Analyst	\$ 77,350
Sales/Business Development*	\$ 79,278*
Technician	\$ 56,346

Lucas Group
Military
Division:
2017 Salary
Survey

**Nuclear-Trained Sailors Are
Well Compensated Compared
To Civilian Industry**